

West Region
Civilian Human Resources
Agency



Regional Training

101

**Commander's Civilian Personnel Advisory
Council, Tucson, AZ, August 31,
2004**

Presented by Tony Whitehouse,

- DIRECTOR

West Region Civilian Human Resources Agency



The Survey Says:

- ❖ **Commanders NOT receiving information about leadership training from the CHR community**
 - **Significant efforts ongoing**
 - **CHR community silent at the table**
- ❖ **CPAC Chief should be the “voice” of training news**

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Organization of civilian training function NOT Standardized

- ❖ **Training function located/administered in seven (of 18) CPACs in the West Region**
 - **Commander's decision**
 - **Misconception that spaces were taken**
 - **We don't want to break what's working**
- ❖ **Better communication needed between CPAC Chiefs & whoever is performing the training function**

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Regional Emphasis/Assistance

- ❖ **HRD staff moved to Regional Director's Office (RDO) to focus on regional training mission & staff increased**
 - **HRD Conference (March 2004) was the first step**
 - **FY05 web-based Training Needs Survey conducted**
- ❖ **Training requirements identified in survey will be analyzed, matched with vendor proposals & regional training opportunities identified**

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Regional Emphasis/Assistance (continued)

- ❖ **HRD assists installations to meet mandatory LEAD training requirement for new supervisors by providing certified facilitators (“call 911”)**
- ❖ **West Training Newsletter listing basic leadership training scheduled in region (LEAD & ILDC) distributed to CPACs, installation training POCs & posted on WCPOC web page**



Standardized CPAC Classrooms

- ❖ **CHRA initiative; great opportunity for West Region**
 - **Suitable room available - customer support evident**
 - **CHRA provides standard computer classroom equipment w/Internet & VTC capability**
- ❖ **Shared resource available to multiple customers. HRD works w/vendors to provide training identified in survey**